

Approved Minutes of the
WISCONSIN APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
And
Wisconsin Technical College System Board

December 9, 2014

Crowne Plaza Hotel
4402 E Washington Ave
Madison, WI

Members Present

Belanger, Wayne	Grohmann, Gert	Morgan, Karen	Tschillard, Clay
Branson, Dave	Hayden, Terry	Pratt, Dawn	Watrud, Mary
Brolin, Julie	Hurt, Henry	Scaffidi, Sue	Wehrheim, Mary
Bucio, Jose	Jones, Dave	Schmit, Sandra	Wieseke, Mark
Engelke, Kilah	Kindred, Brent	Tikkanen, Cathie	
Reader, Chris			

Members Not Present

Consultants and Guests

Barber, Rusty	Lac Courte Oreilles Ojibwe
Cadotte, Bill	La Courte Oreilles Ojibwe
Cook, Jim	Madison College
Jalla, Tracy	DWD/Bureau of Apprenticeship Standards
Johnson, Joshua	DWD/Bureau of Apprenticeship Standards
Rice, Vincent	DWD-Division of Employment & Training
Smith, Owen	Bureau of Apprenticeship Standards
Weisling, Joe	SE WI Council of Carpenters
Wellington, Kathy	Bureau of Apprenticeship Standards

1. Call to Order and Introductions

The meeting was called to order at 10:01 by Co-Chair Pratt. Attendees introduced themselves.

2. For action: Minutes of August 6, 2014

A motion to approve the minutes as written was made by Mr. Henry Hurt, seconded by Ms. Mary Watrud, and approved by the Council.

3. Old Business: Apprenticeship Completion Award Update

Scott Jansen, Division Administrator of the Department of Workforce Development – Division of Employment & Training, had yet to arrive at this time. So, Karen Morgan proceeded to the next item on the agenda, an update on the Apprenticeship Completion Award Program (ACAP).

Ms. Morgan reported that the Bureau has reimbursed nearly \$25,000 of ACAP awards. The program is running smoothly after an, unexpected retirement. The Bureau hired Ken Moore, former Bureau Chief of Field Operators, to process ACAP payments. His strong knowledge of registered apprenticeship will help him review and process the larger quantity and variety of incoming ACAP reimbursement requests.

The Bureau correctly anticipated the most significant challenge to processing ACAP requests; eligible parties fail to provide the required documentation, primarily receipts. However, related instruction providers have been very helpful in providing documentation.

The question has arisen regarding the expenditure of the entire allotment of \$450,000. The Bureau analyzed its back-log of reimbursement requests, and projected that it will likely expend the entire allotment before the performance period expires.

Mr. Wayne Belanger asked how many requests the Bureau has processed. BAS does not have that data, but the majority of payments have been made to employers for their apprentices' first-year completion.

Ms. Mary Watrud asked whether the Bureau had hired a new program assistant. Karen Morgan replied that the announcement closed last week, so she projects the Bureau will hire the new individual within the next two weeks.

5. Department of Public Instruction Update

a. Manufacturing Month

Mr. Brett Kindred noted to attendees that October is Manufacturing Month. The Department of Public Instruction sponsors the event to raise the awareness of high school students to careers in manufacturing. Related events will include tours of manufacturers and local technical colleges, and guest speakers.

Mr. Kindred distributed a letter from State Superintendent Tony Evers, dated in 2013, that announces that all students from sixth grade through high school seniors will be required to have an Academic and Career Plan (ACP) on record, beginning in 2017. Teachers and guidance counselors will be familiar with the plans. ACPs are not new, but the mandate will be. Some schools have been doing ACPs for a long time; some schools have been doing only portions; and some schools have been doing very little to nothing at all. Mr. Kindred stated that he wants this to be on the Council's agenda so it can strategize in the future how to best include registered apprenticeship.

Ms. Morgan asked whether the ACPs will be sent home for parent signature. She explained that parental attitudes and preferences towards technical education and careers were cited as the key influence on a student's post-secondary choices by all the focus groups the Bureau conducted to prepare for the American Apprenticeship Grants. Mr. Kindred stated that parents will be included in the process, but he will need to research when they will be informed about their child's career interests, whether they will be required to sign-off on the ACP, and whether that signature will be electronic or via paper.

Mr. Kindred clarified the ACPs will be a critical cornerstone for all students in Wisconsin and will be a very formal process that all schools will be expected to perform. In fact, DPI will soon go out for bid for a career exploration software development project to support the ACP implementation. Rules have been promulgated from Chapter 115 for the project, and are included on the DPI website.

Ms. Morgan asked whether DPI was convening focus groups to assist with the implementation. Mr. Kindred and Ms. Sandy Schmit confirmed that focus groups were being utilized, but neither knew the particular members. Ms. Morgan stated that a representative of DWD should be included in the group.

Action: *Mr. Kindred and Ms. Schmit agreed to research the names of the ACP focus group members.*

Mr. Kindred continued that he will advocate for the inclusion of DWD and the Advisory Council. He had done so at the inception of the ACP project, but he was told sincerely that the timing was not right because the structure and timeline of the project were still being developed. Co-Chair Pratt concurred that it would be an appropriate time to ask again, because Superintendent Evers is a member of the Council on Workforce Investment, which is focusing on career planning for students who will not pursue college.

Mr. Vincent Rice asked whether the ACPs will be used to guide students into or through career interests. Mr. Kindred confirmed that the ACPs will be tied to career exploration software that will allow the students to explore career clusters and occupations.

b. Career Safe and online OSHA training

Mr. Kindred shared that DPI is promoting Career Safe as a provider of online OSHA training, and more high schools have been using the construction safety component. Skills USA receives one dollar for every \$25 spent on Career Safe. Mr. Kindred asked whether any organizations were present that provide OSHA 10 training. Ms. Watrud replied that her organization uses Career Safe to provide OSHA 10 online training to its participants. Mr. Clay Tschillard replied that his organization allows apprentices to take OSHA 10 through Career Safe, but it prefers and encourages apprentices to take the training in the classroom. Co-Chair Hayden concurred with Mr. Tschillard; his organization requires apprentices to

take OSHA 10 in the classroom, but permits journey workers to take advanced OSHA training online.

c. Skills USA

Mr. Kindred announced that the Skills USA state conference will be held on Wednesday, April 29, at the Alliant Energy Center. Council members are invited to attend as guests, judges, or technical chairs of any of the more than 60 competitions, as a representative of either the Council or their respective organization.

Ms. Morgan asked whether Skills USA will provide the Bureau with a booth, as it did last year. She stated that personnel who staffed the booth last year reported low exposure to and low interest from the participants; they wondered if the booth had been either placed in an unsuitable location or scheduled on an inappropriate day. Mr. Kindred confirmed that the Bureau will have a booth at the event. He assured that the booth had been scheduled on the correct day, but stated that the staffers had arrived well after the competitions began at 7:00 a.m. and much later than other vendors. He suggested that this year staffers set up the booth the night prior to the competition.

Mr. Kindred encouraged Council members to volunteer, because their presence at the event is the highest expression of interest and support.

Mr. Henry Hurt asked Mr. Kindred to explain what activities are involved in volunteering. Mr. Kindred explained that there is not preparation required; volunteers can simply arrive, receive a briefing, and begin. Volunteers are free to leave as they please, and there is no follow-up required. Volunteer activities include monitoring event areas, judging competitions, and helping with set-up or tear-down.

Ms. Watrud asked whether young women are involved in the event. Mr. Kindred replied that a surprising amount of young women are involved with the competition.

Mr. Kindred summarized that Skills USA requires the participants to analyze blueprints, prepare parts and components, and build an object, under deadline and with limited resources. As such, the competition is a true test of what they have learned.

"It really is a crown jewel," he concluded.

6. WTCS Update

Ms. Schmit reported that Ms. Nancy Nakkoul was hired as the new Education Director behind Ms. Marge Wood. Ms. Nakkoul begins on January 5, 2015.

Ms. Schmit shared with the Council that she was informed by the Deputy Secretary of the Department of Education that the Department of Education and the Department of Labor are researching ways to change the financial model to greater support registered apprenticeship at the technical and community colleges across the state.

7. Council on Workforce Investment: Strategic Plan Impact on Apprenticeship

During Ms. Schmit's report, Ms. Morgan received an email that informed her Mr. Jansen was unable to attend the meeting.

8. New Business: How to Access and Evaluate People on Candidate Lists

Co-Chair Pratt argued that recent outreach efforts by the laborers, carpenters and operating engineers have successfully resulted in more qualified apprentice candidates, but no sponsors are hiring them. As a result, these trades have long candidate lists that have become stagnant. Co-Chair Pratt asked the Council how the trades could encourage more employers to sponsor apprentices and develop a means of identifying the most serious, determined candidates on the list.

Co-Chair Pratt continued that the applicants satisfy the entrance requirements, but cannot be trained by the unions until they are sponsored by an employer, because the sponsorship contributes to the costs of training. So, the unions encourage the applicants to find a job with a signatory contractor.

Mr. Tschillard shared that his organization uses a sorted rank list; apprentices have been evaluated and ranked based on their interview and test scores. Co-Chair Pratt responded that not all organizations use the sorted rank list; some organizations simply place apprentices on the list on the sole qualification that they passed the test.

Ms. Morgan responded that DWD 296 contains prescribed selection procedures that sponsors may use to hire apprentices. The most widely used procedures are the Rank List and the Letter of Introduction. Some organizations use a third method, a candidate pool. Ms. Morgan encouraged Co-Chair Pratt review DWD 296 and determine which selection procedures would work, and offered to ask other states which selection procedures they have found effective.

Mr. Tschillard stated that a more helpful question would be, "How can sponsors and employers attract better candidates?" He added that the length of the candidate list is no indicator of the quality of the candidates.

Mr. Hurt commented that the interview is a very important part of the selection process, because it provides the employer and sponsor with more time to get to know and assess the candidate. His organization prefers not to rush interviews, but conduct them at a moderate pace. This system works well and his organization is not likely to change it.

Ms. Morgan suggested that this concern may point to a deeper issue, the poor image of the construction sector among qualified candidates. They often perceive that workers are more valued by smaller contractors that work smaller jobs; the environment allows the worker to be more valuable. In contrast, they often perceive that workers are not valued by larger

contractors and on larger jobs, or must endure disrespect. Some younger apprentices who dropped out stated during exit interviews that they left because they did not need to be treated so disrespectfully. The goal of the mandatory Transition to Trainer course is to teach apprentices how to treat and treat people, so the workforce culture may become more constructive in the future.

Mr. Joe Weisling commented that as a Training Coordinator, it has become more evident to him that there is less and less room for people who either don't know what they want to do or don't have with experience. On one hand, some of those candidates simply do not want to perform skilled labor and view it as less than what a human being should do; on the other hand, however, many candidates these days have the interest and work ethic but lack previous exposure to or experience with the work of the skilled trades.

Ms. Morgan added that the increase in pipeline programs will hopefully result in a large pool of qualified, skilled, and interested candidates over the next few years.

Ms. Watrud shared that the START Program has been considering asking registered apprenticeship sponsors to send their bench folks or inexperienced folks to them for preparatory training in order to increase their basic skills and qualifications.

Ms. Pratt repeated her concern that outreach efforts are resulting in a huge, stagnant candidate pull, and again encouraged the Council to work on new ways of getting people together and "putting up more rungs in a ladder and see who truly wants new client." Ms. Morgan rebutted that sponsors must have and follow approved selection procedures; and if a sponsor does something beyond the procedures to make some candidates more qualified than others, then by doing so they change their selection procedures, and need approval from the Bureau.

Mr. Rice asked what sponsors do to gauge the interest of candidates and move them accordingly? Co-Chair Pratt answered that she heard she can't do that because it violates the approved selection procedures. Mr. Weisling answered that much of the workforce has a job or a family, so it is challenging to ask them to take additional, unpaid preparatory training while unemployed, and especially while employed in an unskilled position. He agreed with helping the candidates gain more experience or more education while on the list, but cautioned against creating an additional financial or time burden. Mr. Hurt replied that his organization often takes candidates on the list to the job site to perform unskilled, helping labor while they wait to be hired as apprentices.

Ms. Kilah Engelke stated she would be interested in helping Ms. Pratt. Mr. Jose Bucio stated that the project sounded good, but reminded her that it is the product of collective bargaining with the union, employers and the international, so it is not easy to replicate it for other trades. Mr. Hayden concurred; his employers are not willing to move away from the Letter of Introduction, but several larger employers are asking how they can move through the list more effectively. He thanked Co-Chair Pratt for raising the issue.

Mr. Weisling stated that the "unspoken gorilla" in the room is that the number one turn-off is inconsistent employment. He volunteered for the focus group, because he does not want to lead new applicants to a dead-end on the candidate list.

Last, Ms. Morgan clarified that this matter primarily affects union apprentices and sponsors, not merit shop apprentices and employers. Most candidates that go into the ABC program are considered to be sponsored by the employer. Therefore, they usually begin as an unskilled worker in the shop or a helper classification as a proving grounds. Mr. Dave Jones concurred; his company rotates apprentice candidates through various unskilled positions to experience different tasks and crew leaders. The process allows both the worker and the employer the opportunity to assess whether an apprenticeship would be a good fit.

Last, Ms. Morgan reminded that revisions to DWD 296 have been supposedly forthcoming for a long time, but have not been released.

Action: *Co-Chair Pratt will review DWD 296, coordinate a meeting with Ms. Engelke, Mr. Weisling, a BAS representative, and other contractors to be determined, and develop options for the Council's review.*

7. Sub-Committee Reports

a. Educational Linkages / Marketing Sub-Committee

i. Career Pathways Activities

Ms. Morgan introduced the topic by stating that the Council has been trying to find ways to link with the Technical College System when doing outreach with the K-12 system. Mr. Tschillard and Mr. Weisling presented at a meeting of WTCS Career Prep staff on October 23.

Mr. Tschillard reported that the audience was very engaged in their presentation and asked many good questions. They barely understood registered apprenticeship, youth apprenticeship, and the efforts to bridge the two, but very engaged in the presentation and asked many good questions. Mr. Tschillard and Mr. Weisling conveyed a pointed message: if the Career Prep staff market registered apprenticeship, they can pitch much more of their programs.

Ms. Morgan shared that she has not had a chance to follow up with Ann Westrich, Education Director, to learn whether the counselors had further questions or ideas for local partnerships, or what they need from the Bureau or Council. However, she and Ms. Westrich had discussed the absence of registered apprenticeship information on the Wisconsin Career Pathways website. The initial construction of the website was funded with a one-time grant, so updates require additional funding. So, the Bureau and the WTCS are waiting for additional funding to become available.

ii. Comparing Career Pathways

The Council drew its attention to two revised drafts of apprenticeship career exploration documents, which were modeled after similar pieces from the State of Washington's registered apprenticeship program. The revised versions incorporated feedback given by the Council at its previous meeting.

Ms. Morgan began by acknowledging that the Bureau had failed to mark the previous versions as "draft." She explained that the one-page document, "Comparing Career Pathways," was shared with the University of Wisconsin System as a final document. Ms. Morgan reminded the Council that it did not approve the document, but sent it back to the Sub-Committee to remove exaggerated comparisons and soften the overall message. The Bureau is in the process of implementing those suggestions.

Ms. Morgan stated that the Bureau will be more careful to mark draft documents accordingly, and she requested that Council members not share or disseminate draft documents that the Bureau distributes at meetings. Ms. Morgan added that if members are required to share draft documents, that they please indicate that the document is a draft, and gather input so the Bureau can address any issues that come up.

Mr. Tschillard supported Ms. Morgan's requests. He added that he and the other members of the subcommittee responsible for producing the document welcome feedback from Council members and non-members alike.

ii. Parent Piece

Ms. Morgan drew the Council's attention to the second piece, which explains registered apprenticeship to parents. She stated that the Sub-Committee believes it is final and ready for print. She stated that no information within it is as potentially controversial as the information in the one-pager. In fact, a lot of the content, particularly pages 6-7, comes from the *Build Your Future Now* booklet, because the parent piece is telling a modified version of the same story.

Co-Chair Pratt complimented the document and asked how the Council could most effectively get it to the hands of parents. Mr. Kindred stated that the Department of Public Instruction could include the document in its mass mailings and email blasts, and thereby disseminate it to hundreds of teachers and counselors.

Mr. Hurt asked Mr. Kindred whether high school guidance counselors currently use a method to help students explore and choose a career path, or whether the pending Academic Career Plans will be the first universal method. Mr. Kindred replied that schools do not currently have a universal method or schedule.

Ms. Julie Brolin supported distributing this document to high school guidance counselors. She commented that the counselors' offices that she has visited were always full of similar publications.

Action: Ms. Morgan asked the Council to review the document one last time outside of the meeting and email their final input to Mr. Owen Smith.

The Council offered the following feedback at the meeting: Ms. Wehrheim suggested that the Bureau mention small businesses in the beginning; and the Council concurred that the piece would be more cost-effective in black and white.

iii. Academic Career Plans

The discussion on the documents concluded, and the Council again discussed the topic of Academic Career Plans. Ms. Morgan stated that the ACP focus group would welcome a representative from the Council. Co-Chair Pratt added that the Council on Workforce Investment would be willing to nominate a representative, as well.

iv. Guide for Counselors

Ms. Morgan reported that the subcommittee is developing a Guide to registered apprenticeship for high school guidance counselors, in print form, at the suggestion of counselors who attended a Bureau presentation last spring. The Sub-Committee has not made any progress on the document since the last meeting.

v. Road to Apprenticeship

Ms. Morgan reported that the video game is 95% complete and ready for viewing, although additional revisions are planned. For example, the new title is, "Discovering Apprenticeship: Your Future Starts Now." The Council will view the game following lunch, and then discuss how the Bureau intends to outreach it.

The Council broke for lunch. When it reconvened, it watched the video game, and complimented the changes. Overall, members agreed the game needs to move more quickly and be a bit easier to navigate through the various choices.

b. Equal Access Sub-Committee

i. Guide to Successful Interview for Apprentices

Mr. Henry Hurt explained that the subcommittee asks the Council for its final approval on the "Guide to Successful Interview for Apprentices," which the subcommittee envisions as both an individual piece as well as one piece in an application package to be developed later.

Ms. Morgan noted that the piece is designed in black and white so that large quantities can be printed inexpensively.

Mr. Hurt asked for the Council's feedback. Co-Chair Pratt requested that "use your cell phone" be added to the list of "interview "don'ts" on page 17. Ms. Watrud stated that she will email a sample resume to BAS to include.

Action: *Co-Chair Pratt motioned that the Council further review the document for minor revisions and email them to Ms. Morgan before January 1, after which the Guide will go to print. The motion was seconded by Mr. Gert Grohmann. The motion was approved by the Council.*

ii. Apprenticeship Prep Program.

Over the past two years, Ms. Morgan explained, the Council, Department of Workforce Development and many apprenticeship stakeholders have become interested in developing standards for apprenticeship prep programs, as a result of the increase in programs and the general lack of criteria. In addition, the number is expected to increase after the release of the American Apprenticeship Grants due to the emphasis the grants place on building pipeline programs into registered apprenticeship.

The discussions culminated in draft guidelines the subcommittee proposes for the Council's review. The draft guidelines were developed using several examples from other states and the U.S. Department of Labor. The objective is to develop a method of measuring new programs to help the Council and DWD decide whether or not to endorse them.

Many valid programs exist and more are expected, sometimes new programs are prepared by organizations that are unfamiliar with registered apprenticeship and do not have partnerships or contact with registered apprenticeship program in their area.

Mr. Hurt clarified that the draft guidelines proposed by the subcommittee are based on current, successful program in Oregon. No data has been collected on the outcomes of the program, but it has received strong support. The subcommittee "Wisconsin-ized" the guidelines where needed.

Co-Chair Hayden called for input from members on whether they believe the guidelines would be helpful. Mr. Dave Branson stated that the guidelines would also serve another key purpose: raising awareness of and interest in registered apprenticeship among high school students and guidance counselors. Mr. Hurt concurred. Mr. Grohmann suggested adding a forward about the Bureau and the Council, as well as the BAS website address.

Ms. Julie Brolin referred back to the "Guide to Interviewing," and suggested modifying the advice on dress to apply more to the service occupations, such as cosmetology. For example, the advice on "dressing for success" might be to be "fashionable and professional." The current content is well done, but in her opinion applies nearly entirely to the construction and manufacturing trades.

Action: Ms. Kathy Wellington volunteered to write the forward for the guidelines as well as the advice for the service industry.

Action: The Council agreed that the guidelines would be helpful and supported the continuation of the project.

Ms. Morgan informed the Council that the Equal Access subcommittee will meet on February 13 at Associated Builders and Contractors in Madison and the Educational Linkages subcommittee will meet next on February 20 at Mr. Weisling's office in Pewaukee. All Council members and guests are welcome to attend.

c. Apprenticeship Career Pathway Subcommittee

Ms. Morgan summarized the background and recent activity related to the new subcommittee. At its last meeting, the Council discussed forming a new subcommittee to research and develop apprenticeship career pathways, which was precipitated by a suggestion by the Department of Workforce Development to bridge registered and youth apprenticeship programs. The Council endorsed the suggestion.

The Department of Workforce Development then decided that, at least initially, the subcommittee would focus on bridging registered and youth apprenticeship programs in manufacturing, because the most developed youth apprenticeship programs are in that sector and many employers participate in both programs. Therefore, the initial members of the subcommittee will be from manufacturing programs and sponsors. The members will be replaced with construction industry stakeholders when the subcommittee begins to focus on bridges in the construction sector.

Currently, the Sub-Committee consists of the both co-chairs of the Council, Jose Bucio, Mark Wieseke, Sue Scaffidi, Mary Wehrheim, and representatives from youth apprenticeship stakeholders.

The subcommittee has met once to date, and decided that its first objective will be to bridge programs for Machine Tool occupations, which many employers sponsor in both programs.

Ms. Morgan outlined basic differences and similarities between the two programs. Youth apprenticeship graduates have been introduced to the broad duties of several trades; registered apprenticeship graduates are skilled workers in a specific occupation. Youth apprenticeship is organized by career clusters and occupational areas; such as Manufacturing & Technology. In contrast, registered apprenticeship is organized by economic sector and occupation; such as, Industrial/Manufacturing and Machinist. Youth apprenticeship uses competency checklists that are similar to the Job Books used in registered apprenticeship.

The Sub-Committee will compare the competency checklist for Machining against the Job Book for Machine Tool trades in order to crosswalk the two programs. It will present its findings to the Council for review, and suggest the next priority occupation in manufacturing.

All stakeholders involved in the subcommittee have expressed their excitement in being involved in such as unique and timely project, as well as gratitude that the programs are leading the process rather than it being led by outside forces.

8. Bureau of Apprenticeship Update

a. American Apprenticeship Grants

Ms. Morgan reported that the Department of Labor was supposed to release the announcements for the American Apprenticeship Grants in early fall, but now projects to release it by Christmas. The announcements have been completed, but the Department is finalizing the details of the release.

The grants will be open to public and private partnerships, will a maximum award of \$5 million. To prepare, the Bureau convened six focus groups to identify gaps that the grant could help fill. Individual groups were convened for construction stakeholders, manufacturing stakeholders, workforce development boards, technical college coordinators, and Bureau field staff. A key theme across all groups is the need to develop and increase the number of quality applicants, which underlies the importance of completing the guidelines for apprenticeship prep programs. The Bureau has hired an independent firm to write the grant.

b. Department of Corrections Apprenticeship

Ms. Wellington reported that the Bureau recently deregulated the Department of Corrections' registered apprenticeship programs for Correctional Officer and Probation and Parole Agent. The programs were large, totaling more than 1,000 apprentices in 2013. The program was impacted by several issues: the collapse of the classification structure through Act 10, which matched the wage increase structure; a considerable amount of training staff and a resulting desire for a more compressed training structure. It came to a head in the fall of 2013 when the Department of Veterans Affairs conducted an on-site compliance survey and found procedural deficiencies. BAS worked with the DOC through 2014 to resolve the deficiencies.

In late 2014, DOC determined it would voluntarily deregister their employee apprenticeship programs, but continue its inmate apprenticeship programs. The Bureau initiated the registration of DOC's employee apprenticeship program on October 27, 2015. Ms. Wellington noted that, due to the size of the program, the deregistration will substantially impact statistics for a considerable period of time.

Co-Chair Pratt asked what happened to the individuals enrolled in the programs. Ms. Wellington explained that those individuals are still working for DOC but not as apprentices. They will not receive apprenticeship credentials, and if they are veterans eligible for the G.I.

Bill, they will not receive those benefits. In several unfortunate cases, individuals used up their GI benefits, but will now not receive a credential.

Ms. Wellington concluded by noting that the Bureau is still working with DOC, and has left the door open to rebuilding the apprenticeship at some point in the future, at the discretion of the DOC and in accordance with regulatory requirements.

c. G.I. Bill Happenings

Ms. Wellington reported that the Department of Veterans Affairs and the Department of Labor are partnering to bring focus to the use of GI Bill benefits for registered apprenticeship and on-the-job training. Veterans enrolled in all veterans assistance programs will soon receive notices that inform them that GI Bill benefits can be used towards registered apprenticeship. The Bureau has responded by improving its workflow and creating new communication tools, including an employer brochure, a veterans brochure, a handbook for programs approved as training establishments, and a video that will be available on the BAS website.

d. Wisconsin Apprenticeship Summit

Ms. Morgan announced that the Wisconsin Apprenticeship Summit is scheduled for January 28-30. Invitations will be sent by the Governor's Office. On the first day, attendees will hear presentations on best practices from leading researchers and national experts. On the second day, attendees will break into groups and discuss which material in the presentations might work in Wisconsin. On the final day, attendees will develop a work plan that will include potential barriers, such as legislation reform, funding, etc. The council will play a key role in implementing the work plan.

Ms. Morgan apologized that not everyone will be invited, and explained that the event intentionally designed for a small group that combines representatives from the Council and outside the Council.

Mr. Tschillard asked Ms. Morgan to clarify whether the second agenda item, the Council for Workforce Investment's Strategic Plan on Apprenticeship, is a separate initiative from the Governor's Council on Workforce Investment. She confirmed that is. Co-Chair Pratt explained that the initiative is under final review and should be published by the end of the month. From what she recalls, the plan does not include proposed changes to registered apprenticeship, but discusses at length preparing youth through apprenticeship prep and other programs. Co-Chair Pratt said that she will share the pertinent parts of the final copy with the Council.

Ms. Morgan elaborated that the plan aims to expand registered and youth apprenticeship and develop more linkages with workforce development activities throughout the state, which is much of what the Council is doing. Co-Chair Pratt concurred, adding that the Council addresses only registered apprenticeship only, while the CWI addresses all

workforce development issues and views registered apprenticeship as a significant program within it.

9. Apprenticeship in WI, Statistically Speaking

Ms. Wellington distributed the latest apprenticeship statistics and pointed out key information to attendees:

- Active contracts as of this date total 7,690 an increase of 11% over the 6,912 contracts active on December 2, 2013.
- Construction contracts totaled 4,485.
- Industrial contracts totaled 1,674.
- Service contracts totaled 1,531.
- The number of construction committees declined by 2% due to several mergers.
- The precipitous drop in active contracts between this year and five years ago results from the deregistration of DOC. Such as a drop in the active pool is highly uncommon otherwise.

The Council did not have follow-up questions for Ms. Wellington. Members thanked her for her presentation.

11. Next Meeting Date

Ms. Morgan asked the Council to consider not meeting during the first quarter of 2015, but rather scheduling the next meeting around the same time as Skills USA, during the end of April. A general discussion followed on whether that would be feasible for the members' schedules. The Council agreed.

Action: *The Council agreed to postpone its next meeting in order to combine the meeting with Skills USA; and scheduled the meeting for Wednesday, April 29, 2015.*

12. A motion to adjourn was made by Mr. Hurt and seconded by Mr. Tschillard. The motion passed. The Council adjourned at 2:16 p.m.